

NURSING FOCUS

Official Publication of the Indiana State Board of Nursing

• December 2007 • VOLUME 3 • NUMBER 4 •



**Information for
Advanced Practice
Nurses**

**Meet the
Indiana State
Board of
Nursing**



*You've heard
it all before...*

work/life balance

...the long hours, the stretched staff, the hard work. We won't say that those issues disappear at Hancock Regional Hospital, but we can offer you an environment where you'll enjoy your coworkers, take pride in your work and be rewarded and recognized for it. With great clinical opportunities, high patient satisfaction and a team atmosphere located in scenic Greenfield, IN, Hancock Regional Hospital is a breath of fresh air.



- CICU
- Med/Surg
- Team Leader - Labor & Delivery
- Home Health
- Mother/Baby/Peds

- Surgery
- Same Day Surgery
- PACU
- Clinical Supervisor Home Health Care(\$8K Sign-on) Hospital based

We offer some of the best shift differentials in the area, as well as competitive salaries, excellent benefits and opportunities for growth. For consideration, visit www.hancockregionalhospital.org. EOE

www.HancockRegionalHospital.org

contents



Professional Licensing Mission Statement

To provide efficient and effective administrative support services to Indiana's professional licensing boards and commissions in order to facilitate the delivery of competent consumer services by regulated professionals to the citizens of Indiana. To provide an expedient licensing process for regulated professionals by maintaining a climate that fosters the growth of commerce while ensuring the health, safety and welfare of the citizens of our great state.

Frances L. Kelly
Executive Director

President's Message	4
Information for Advanced Practice Nurses	6
Prescriptive Authority for Nurses: FAQs	8
Nursing Board Staff Member Spotlight	8
Meet the Indiana State Board of Nursing!	10
What to Expect at an Indiana Nursing Board Meeting	14
Disciplinary Actions	17
In Memorium - Hilda Glass, LPN	19
Board Meetings	21

Circulation includes over 100,000 licensed nurses and student nurses in Indiana

Nursing Focus is published by the
Indiana State Board of Nursing
Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

Office Location

Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

Contact Information

Phone (317) 234-2043
Fax (317) 233-4236
License Verifications (888) 333-7515
Website: www.pla.IN.gov
E-mail: pla2@pla.IN.gov

Office Hours

Mon thru Fri
8:00am – 4:30pm

Nursing Board Staff Members

Sean Gorman, *Board Director*
Michelle Hines, *Assistant Board Director*
Lisa Chapman, *Litigation Specialist*
Stephanie Clark, *Case Manager*
Jodi Pisula, *Case Manager*
Linda Stephenson, *Case Manager*
Katrina Shannon, *Case Manager*
Jennifer Nikirk, *Case Manager*
Janet Cassidy, *Case Manager*
Stacie Barclay, *Case Manager*

Edition 12

Created by **PUBLISHING CONCEPTS, INC.**



Virginia Robertson, President
vrobertson@pcipublishing.com
14109 Taylor Loop Road • Little Rock, AR 72223
501.221.9986 or 800.561.4686

www.thinkaboutnursing.com

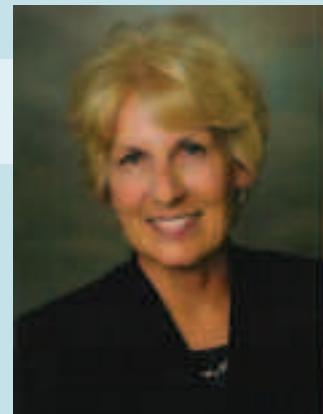
For advertising information contact: Tom Kennedy at

501.221.9986 or 800.561.4686
tkennedy@pcipublishing.com

Thinkaboutnursing.com
Recruitment Education

PRESIDENT'S MESSAGE

Carolyn Slagle, RN, CNS, *President*



Registered Nurses (RN) recently completed the biannual renewal of their nursing licenses. Many of those nurses had to endorse a "Yes" response to one, or more, of the five questions asked on the renewal form. Positive responses may have been related to a charge of driving under the influence of alcohol or another chemical. They also may have been associated with possession of a chemical, public intoxication or any number of other charges that took place at or away from the nurse's place of employment.

It is not unusual for a nurse to remark, "What I do on my own time is my business and does not affect my work" or "I have never drank on the job or showed up to work under the influence of alcohol or other drugs." However what a nurses does, on and off the job, can impact his/her nursing license. A nurse is a nurse 24 hours a day and 7 days a week. Choices a nurse makes during the hours away from work can affect his/her ability to provide safe care and exercise good critical thinking skills while providing care for patients on the job. The use of alcohol or other drugs can compromise one's ability to comprehend and process information, resulting in impaired judgment. This diminishes a nurse's capability to consistently make safe and sound decisions.

While one charge of driving under the influence of alcohol or other drugs (DUI), operating while intoxicated (OWI), Public Intoxication (PI) or a drug possession charge may not be enough to diagnose a nurse with alcohol or other drug abuse or dependence, that charge still has the potential to impact the status of her/his Indiana nurse's license. Depending on the circumstances, charges such as the above can result in a nurse's license being suspended or placed on probation. At the least, the nurse will be referred to the Indiana State Nurses Assistance Program (ISNAP) for an assessment regarding possible need for monitoring, education, treatment, random urine drug screens and/or recovery support groups.

Before a nurse makes the decision to use alcohol or other drugs, it is good to consider potential consequences beforehand. Many nursing careers have been negatively impacted, or lost, by individuals who have made impaired decisions to drive, participate in risky behavior or show up to work under the influence of chemicals.

It is good to remember that to have a license to practice nursing is a privilege, not a right. This privilege is to be protected, not for the nurse only, but most of all for the citizens who place their well being into our care. Intervention and recovery for the impaired nurse are available. However, our first and foremost priority is the protection of the consumers of health care in Indiana. It is our obligation as nurses to be responsible, competent health care providers, on and off the job.

A nurse who is concerned about his/her alcohol or drug use is encouraged to seek help. If you are aware of another nurse's chemical use that may impact that nurse's ability to practice safely, you are required to report your concerns. Concerns may be reported to a supervisor, ISNAP (800-638-6623) or the Office of the Attorney General (800-232-6330).

For more information visit:

www.nida.nih.gov

www.gdcada.org/statistics/alcohol.htm

www.indiananurses.com

THE RIGHT TIME.

THE RIGHT PROGRAM.

EARN YOUR BSN ONLINE

Without Putting Your Life on Hold.
See for yourself with a free virtual classroom demo.

JACKSONVILLE
UNIVERSITY
SCHOOL OF NURSING

Call 800-251-6954
Visit JacksonvilleU.com/PC

Jacksonville University School of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE). Programs are available online, in-class, or hybrid. For more information, visit JacksonvilleU.com/PC. © 2009 Jacksonville University. All rights reserved. | 561.323.2323 | 1100 23rd St.

Integrity ...

We're looking for professionals who share our values.

Miller's is an employee owned company providing Nursing Care, Orthopedic & Cardiac Rehabilitation for Seniors across Indiana. With 51 locations we offer competitive wages, repayment of educational loans, training & excellent benefits.

Miller's Merry Manor

Visit Us Online at: www.millershealthcare.com
EOE/DFW

100% Employee Owned



Join Our Team of Caring Professionals!

**Everyday People.
Extraordinary Care.**



ORTHOINDY

Complete Orthopaedic Care

Apply Today:
Ortholindy
Human Resources
Location:
8450 Northwest Boulevard
Indianapolis, IN 46278
Fax: 317-802-2444
email: hr@orthoindy.com
www.IndianaOrthopaedicHospital.com

Be a part of a dynamic team as a registered nurse at central Indiana's first and only orthopaedics specialty hospital! Visit our website for current opportunities.

Orthopaedics Indianapolis is an equal opportunity employer.

5 Star Rated
★★★★★
**Total Knee Replacement
Overall Joint Replacement**

HEALTHGRADES
OUTING AMERICA TO BETTER HEALTHCARE

INDIANA ORTHOPAEDIC HOSPITAL

INFORMATION FOR ADVANCED PRACTICE NURSES

PRESCRIPTIVE AUTHORITY

Advanced Practice Nurses (APN) include Clinical Nurse Specialists, Certified Nurse Midwives and Nurse Practitioners. The Indiana State Board of Nursing does NOT license Clinical Nurses Specialists or Nurse Practitioners. There is a limited license to practice as a Nurse Midwife. We do grant prescriptive authority for all three. The minimum requirements are:

- Bachelor's degree in nursing and national certification or a master's degree in nursing.
- A two semester hour master's level pharmacology course completed within the previous 5 years
 - If the pharmacology course is older than 5 years, then you must have proof of completion of 30 hours of Continuing Education with the last 2 years, a minimum of 8 shall be in pharmacology; AND proof of prescriptive authority in another jurisdiction.
- Collaborative practice agreement with a medical physician, osteopathic physician, dentist or podiatrist
- Current RN license in Indiana

Applications for prescriptive authority may be downloaded at www.pla.IN.gov

CERTIFIED REGISTERED NURSE

Anesthetists (CRNA) are not eligible to obtain prescriptive authority. It is not necessary for CRNAs to have prescriptive authority to administer anesthesia in Indiana.

CONTROLLED SUBSTANCE REGISTRATIONS (CSR)

An APN must hold one CSR in order to prescribe controlled substances in the State of Indiana. An additional, separate

registration and practice agreement is required for each practice address at >> which the APN physically possesses controlled substances to administer or dispense. A separate registration is NOT required for each place where an APN merely prescribes controlled substances. One valid CSR is sufficient for an APN to prescribe controlled substances at multiple practice locations.

PRACTICE ADDRESS CHANGES

To change an address on a CSR, you must submit a new collaborative practice agreement. A note should be included that explains whether this practice agreement replaces the previous agreement or whether it is an addition.

LIMITATIONS TO PRESCRIBING

Practitioners usually apply for authorization for Schedules II through V, as Schedule I controlled substances have no accepted medical use and are generally restricted to researchers only. APNs may prescribe those controlled substances which have been authorized to them by their collaborative physician, with the exception of Schedule III or Schedule IV controlled substances used for the purpose or weight reduction or to control obesity. IC 35-48-3-11 allows for only a physician to treat a patient with a Schedule III or Schedule IV controlled substance for that purpose. Many people have been getting conflicting information from the DEA regarding this. There is no Federal law to prohibit this, but when there are 2 conflicting laws, the most stringent always prevails.

CONTINUING EDUCATION

Advanced Practice Nurses with Prescriptive Authority must obtain at least thirty (30) hours of continuing edu-

cation, at least eight (8) of which must be in pharmacology. Acceptable continuing education programs must be approved by the American Nurses Credentialing Center. Proof of continuing education does not need to be submitted with the application for renewal. The Board will randomly audit APNs following the renewal period. It is imperative for you to keep record of your CE for at least 2 years following the renewal cycle.

ADDITIONAL CONTACTS

Drug Enforcement Administration
575 North Pennsylvania Street
Indianapolis, IN 46204
(317) 226-7977

Indiana Board of Pharmacy
402 West Washington Street, Room W0066
Indianapolis, IN 46204
(317) 234-2067
Pla4@pla.IN.gov

American Nurses Credentialing Center (ANCC)
8515 Georgia Ave, Suite 400
Silver Spring, MD 20910
(800) 284-2378
www.nursingworld.org/ancc

Coalition of Advanced Practice Nurses of Indiana
899 South College Mall Road, #375
Bloomington, IN 47401
(812) 332-3600
www.capni.org
e-mail info@capni.org



University Hospital



“I’m sharing new ideas with a new generation of health care professionals.”

U should know: We are the only Level I Adult Trauma Center in the region.

University Hospital is a state-of-the-art, 404 bed acute care facility, providing a full range of diagnostic, therapeutic, emergency, and surgical services, including the area’s only Level I Trauma Center. As the primary adult teaching hospital for the U of L Health Sciences Center, we train the next generation of health care professionals. Our knowledge of the latest medical treatments and techniques means patients at University Hospital receive the most up-to-date treatment in the region.

University Hospital offers competitive wages and benefits. Some of our benefits include:

Medical, Dental, Life Insurance
Tuition Reimbursement
403(b) Plan

Retirement Plan
Long and Short-term Disability
Employee Recognition Programs

Please contact **Human Resources at 502-562-3156** for information on openings for **RN's** or visit our web site at **www.UofLHealthcare.org** for a list of openings.

Creating The Knowledge To Heal

a proud member of **UofL Health Care**

Prescriptive Authority for Nurses: Frequently Asked Questions

Q. What needs to be done when collaboration has ended with a physician?

A. You need to notify Professional Licensing Agency and your prescriptive authority will not be valid until we receive a new collaborating agreement between you and a physician, dentist or podiatrist. Until such time, the status of your prescriptive authority will be changed to "current/prerequisite not met".

Q. Why do I need a Controlled

Substance Registration (CSR)?

A. Indiana requires both a CSR and DEA license to prescribe controlled substances in this state. If you have the prescriptive authority and not the CSR AND DEA, you are permitted to prescribe non-controlled or legend drugs.

Q. Under what circumstances might additional controlled substance registrations (CSR) be required?

A. If you are dispensing or administering controlled substances from multiple locations, you will need a CSR for each location. If you are merely prescribing controlled substances, you may hold one CSR which will cover multiple locations.

Q. How do I change the address on my controlled substance registration?

A. You will need to send a new collaborative practice agreement to PLA,

along with a cover letter that indicates that this is an address change on your CSR.

Q. How do I make sure that the correct physician is listed as my collaborator with PLA?

A. You can verify this online at www.pla.IN.gov, under the License Express tab.

Q. Do I need a license to practice as an Advanced Practice Nurse in Indiana?

A. Nurse Practitioners and Clinical Nurse Specialists do not need a license to practice as such in Indiana, as long as they meet the requirements of 848 IAC 4-1-4 or 848 IAC 4-1-5. However, they do need Indiana authorization to prescribe. Certified Nurse Midwives must have a limited license to practice as a nurse midwife in Indiana.

Nursing Board Staff Member Spotlight *Lisa Chapman, Litigation Specialist*

We are pleased to introduce Lisa Chapman as the Indiana State Board of Nursing's Litigation Specialist. Lisa has been with the Nursing Board for two years as a case manager, and her background and experience qualifies her as an excellent fit for this new position with the Board.

The Litigation Specialist position with the Indiana State Board of Nursing was recently created to centralize the litigation activities for the Board under one position. The Litigation Specialist serves as the primary point of contact with the Board for nurses on probation. This position involves tracking and documenting the status of all nurses practicing under probationary licenses in Indiana. Specifically, the Litigation Specialist monitors current probationers to determine compliance with probation terms and evaluates the effectiveness of the probation.

The Litigation Specialist also prepares litigation files for the Board, coordinates with the Board Director on the scheduling of administrative hearings, and assists in maintaining monthly board meeting agendas.

Lisa has been performing her official duties as the

Indiana Board of Nursing's Litigation Specialist since September of 2007, and her experience and background have been an asset to this new position and to the Board. If you have any questions regarding the probationary status of a nursing license in the State of Indiana, feel free to contact Lisa at (317) 234-2043.



Meet Lisa Chapman:

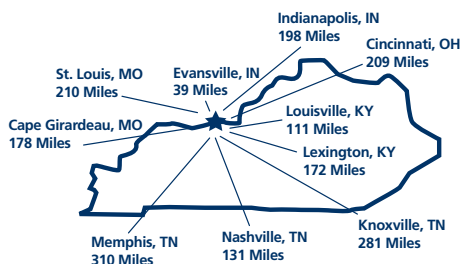
- Born and raised in Indianapolis.
- Married to a Police Officer with the Indianapolis Police Department.
- Mother of five children.
- Huge football fan.
- Enjoys reading and watching movies in her spare time.



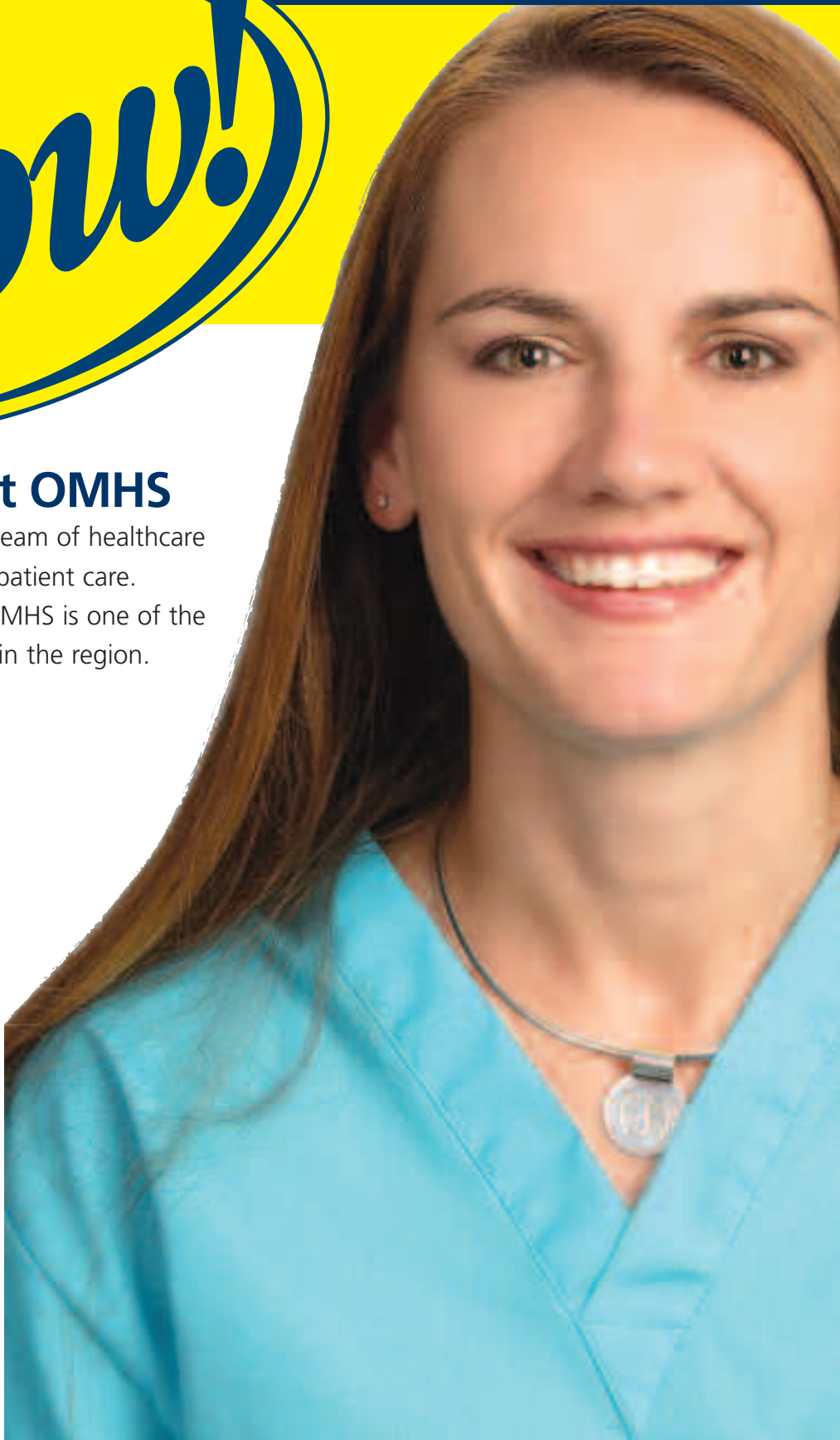
Explore Nursing at OMHS

Learn how you can join a unique team of healthcare professionals dedicated to quality patient care. Located in a vibrant community, OMHS is one of the most progressive hospital systems in the region.

- Nursing Scholarships
- LOW Patient/Nurse Ratio
- Competitive Salaries
- Buybacks
- Tuition Assistance
- Full Benefit Package
- Shift/Weekend Differential
- Reimburse Last Semester Tuition—Up To \$1,500!



Centrally-located in the heart of the Midwest



Owensboro
Medical Health System

For a career guide and DVD, call (877) 227-3841
To apply on-line; visit our website: www.omhs.org

Meet the Indiana State Board of Nursing!

Meet the Indiana State Board of Nursing! Appointed by the Governor of Indiana for 4 year terms, the Nursing Board is comprised of members from all political parties, regions of the state, and practice settings. The Board has 9 positions, 6 of which are RNs, 2 of which are LPNs, and 1 non-nurse member who is not involved in nursing other than as a consumer. As you can learn from their bios, the current Indiana State Board of Nursing draws experience from many different angles, and is well suited to represent the broad range of practice areas involved in the practice of nursing in Indiana.

Jerry Burghduff, LPN **(Board Secretary)**

Jerry Burghduff is a resident of Rome City, Indiana. He retired from the U.S Army in 1996 after a distinguished military career of 26 years service as a Medical specialist, Practical Nurse, Platoon Sergeant, First Sergeant, Chief Wardmaster and Command Sergeant Major. He graduated from the Army's Practical Nurse Course at Ft Bragg, NC in 1973 as the First Honor Graduate. Jerry currently works at Shepherd of the Hill Nursing Home in Kendallville, Indiana as a Unit Care Coordinator and is happy with his role as a nurse in long term care. He also volunteers with the American Red Cross Disaster Services and deployed as a Nursing Supervisor to Hurricane's Katrina and Rita. He also is a volunteer caseworker for the ARC, Armed Forces Emergency Services and prepares, verifies and dispatches emergency messages to deployed military personnel worldwide. He holds an Associates Degree in Science from the University of the State of New York. In his spare time, he enjoys reading, playing guitar and making home recordings. Jerry and his wife Barbara have two children and four grandchildren. Jerry was

appointed by the Governor to the Indiana State Board of Nursing in June of 2007.

Scott Johns, CRNA, MSN

Scott Johns graduated from Lutheran College's nursing school in 1994 and worked in emergency and trauma nursing care in the area until 2000. He attended graduate school at Case Western Reserve University in Cleveland, Ohio, earning a master's in nursing anesthesia. Presently, he is employed with a group consisting primarily of nurse anesthetists out of Elkhart, Indiana, which services hospitals and surgery centers throughout the northern third of the state.

Mr. Johns has the following to say about his participation in the profession and with the Indiana State Board of Nursing: "I enjoy nursing and the chance it gives me daily to make a discernable difference in people's lives. Likewise I am appreciative for the opportunity to serve the citizens of the State of Indiana as a member of the state board of nursing."

Scott Johns lives with his family in Fort Wayne, Indiana.

Marcia M. Laux, RN, MSN

Marcia Laux has been practicing nursing for 35 years and during that time has experienced many of the opportunities nursing provides. She received her A.S.N. in 1973 from the University of Southern Colorado, and her B.S.N. from the same.

She received her M.S.N. from the University of Colorado in 1987.

Included in her tenure as a professional nurse, she has extensive experience as a nurse leader which ranges from Director of Special Services, Director of Educational Services and includes the position of Vice President of Nursing. Marcia has been in education

for the past 18 years which includes Department Chair of LPN and RN programs in Colorado, and is presently Clinical Assistant Professor at the IU School of Nursing, Bloomington Campus. Marcia also teaches and consults for the IU Division of Continuing Studies in staff and organizational development for healthcare providers. She also does independent consulting regarding professional nursing development in health-care institutions.

She considers her major strength the development of future nursing leaders for our communities and promotion of health for our citizens.

Connie McIntosh, RN, BSN, MBA

Born in Crawfordsville, Indiana, Connie first recognized her love for nursing at an early age. She had two "nursing" role models, her Aunt Pat Yeager, RN, and her mother, who "nursed and cared for" Connie and her six siblings. Connie attended Ball State University, where she earned a BS degree in nursing. She earned her master's degree in business administration from William Woods University in Fulton, Missouri.

She has lived in various parts of the United States including Missouri and New York. While in Missouri she worked for Health Core, a national home care company. Her responsibilities included transitioning new acquisitions to company policies and procedures. While in New York, she was employed by the Home Care Association of New York State, she assisted members with clinical pathway development, facilitation management and Medicare/Medicaid guidelines. In addition, she was a freelance writer for magazines and newsletters. She joined Ball State University in June 2004 as an instructor, teaching various courses in educational psychology. She has been an academic advisor at Ball

State University School of Nursing since January 2006.

Connie lives in Muncie with her husband, a Ball State University Distinguished Professor and Psychologist, David McIntosh. She and David have three children: Gavan, Claire and Ross.

Lynda Narwold, RN

Lynda Narwold graduated from Twin Lakes High School in Monticello, Indiana and went to Ball State University where she earned a Bachelor of Science in Nursing and a Master of Art with Nursing Administration as her major. She worked as a staff nurse at Margaret Mary Hospital in Batesville, Indiana and at Lancaster General Hospital in Lancaster, Pennsylvania. She moved to Kokomo, Indiana in 1976 and became an elementary school nurse. From 1980 – 1984, she was the clinical coordinator for the first Home Health Care Agency in Howard County.

Ms. Narwold began her career in nursing education at Indiana University in 1984 and has been there since. She is currently a Clinical Associate Professor and the Director of the Associate Degree Program at IUK. Ms. Narwold has been recognized as a graduate of Leadership Kokomo and the Lugar Series for Excellence in Community Service.

Anne Ogle

Anne Ogle is originally from Chicago, Illinois. She attended Valparaiso University where she obtained a BS in Mechanical Engineering and moved to Columbus, Indiana to work for Cummins Inc., the largest worldwide independent producer of diesel engines. Anne has worked for Cummins for 28 years in various technical positions and is currently in Corporate Technical Planning.

She and her husband, Ted Ogle, have been married for 27 years and have two children, a son, Eric, who a student at the

CELEBRATING 15 YEARS OF MAKING A LIFELONG DIFFERENCE

REHABILITATION HOSPITAL OF INDIANA



Rehabilitation Hospital of Indiana opened in 1992 and we're celebrating 15 years of outstanding service. RHI is one of the largest freestanding inpatient physical rehabilitation hospitals in the Midwest. We offer comprehensive rehabilitation to patients with spinal cord injuries, brain injuries, orthopedic intervention and strokes. We invite you to join our team of healthcare professionals as we assist individuals in achieving their highest potential.

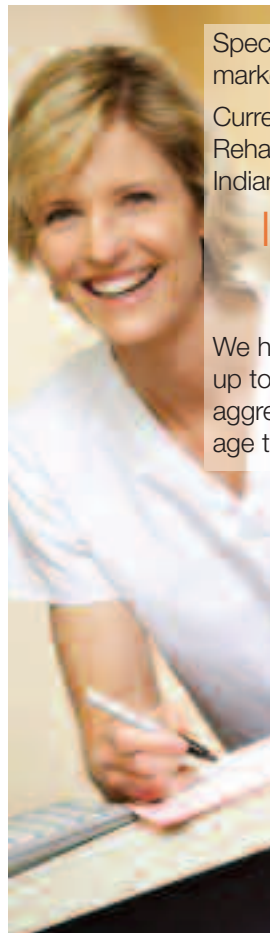
Registered Nurse Positions

Full-time, part-time and supplemental positions available.

We offer competitive wages and excellent benefits package. Please visit our website at www.rhin.com to learn more about RHI. For employment consideration, please submit your résumé online: resumes@rhin.com

Fax to: (317) 329-2238 or Mail to: Attn Human Resources, 4141 Shore Drive, Indianapolis, IN 46254

EO - Male/Female/Veteran/Disabled



Specialty Staff, Inc. is the leader in the Indiana supplemental staffing market for healthcare professionals.

Currently we are looking for Cardiac Nurses, Vascular Nurses, Acute Rehab nurses and Open Heart Receivers to fill positions throughout Indiana. We are also actively seeking Registered Nurses for

**ICU, OR, Med Surg, PICU, LTAC,
ER, CCU, Burn Unit.**

We have a variety of positions open, so the schedule and location is up to you. **Benefits offered at Specialty Staff:** We offer an extremely aggressive compensation package that includes a full benefits package that consists of:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Vacation Bonuses
- 3% Matching 401(k)

REQUIREMENTS: • Current state license as a Registered Nurse/LPN • Current CPR certification • Certifications as required for specialty areas. (ACLS, PALS, Etc) • Minimum 1-year recent experience as a Registered Nurse/LPN

Call: 800-964-0683

Email: info@specialtystaffinc.com

pjackson@specialtystaffinc.com

13295 Illinois St. Ste 313

Carmel, IN 46032





Above: Indiana State Board of Nursing, from left to right: Standing - Michelle Hines (Assistant Board Director), Lynda Narwold, Marcia Laux, Scott Johns, Anne Ogle, Connie McIntosh, Sean Gorman (Board Director). Seated - Jerry Burghduff (Secretary), Carolyn Slagle (President), Laurel Valentino (Vice President).

University of New Orleans, and a daughter, Nadia, who is a student at Purdue University. Anne has been an active member at St Peter's Lutheran Church and has also volunteered her time over the years to various community and school organization such as Donner Swim Club, Columbus Express Soccer, Columbus North HS Swim Team and Columbus East HS Soccer and Swim Teams. In her free time, Anne enjoys swimming, scuba diving, hiking, biking, gardening, cooking and reading mystery novels.

Carolyn Slagle, RN, CNS
(Board President)

Carolyn Slagle was appointed to the Indiana State Board of Nursing in April of 2002 and serves as the board's president. She earned a master's of science in nursing degree from IUPUI in 2001 and has been active in policymaking for the nursing profession. She was a delegate to the National Council of State Boards of Nursing in 2005, 2006, and 2007 and served on a rules committee

regarding the Indiana State Nurses Assistance Program.

She is a practicing APRN, BC in Adult Mental Health as a Clinical Nurse Specialist and has earned Master Addiction Counselor certification with NADAC. She is also an ICAADA certified CADAC IV addiction counselor.

Ms. Slagle worked as a staff detoxification nurse on Reid Hospital's inpatient chemical dependency unit from 1995 through 2006 and with the Aurora chemical dependency outpatient program as an RN and addiction counselor from 1997 through 2002. Currently, she practices as a CNS in the outpatient psychiatric clinic since 2002.

Ms. Slagle has two daughters, one of which is an Advanced Practice Nurse. She also has three grandsons and enjoys reading and listening to blues and jazz.

Laurel Valentino, RN, CHRN, BA, MPA
(Board Vice President)

Laurel Valentino has received an associate's degree in nursing from Thornton

Community College in Illinois, a bachelor's in administration from Ottawa University in Missouri, and a master's degree in health care administration from Indiana University in Indiana.

Currently, Ms. Valentino is the director of neuroscience services at Methodist Hospitals. She has been with Methodist in various capacities since 1984. Prior to that, she was employed as the staff / charge RN in Neuro ICU / IMCU at St. Anthony Hospital from 1980 through 1984 and as a staff RN in ICU at St. Margaret Hospital from 1975 to 1980.

Ms. Valentino has been actively involved in her profession throughout her career, including her continuous status as a member of the American Association of Neuroscience Nurses since 1981, an Indiana State Nurses Association member since 1984, a Certified Neuroscience Registered Nurse since 1986, and an appointed member of the Indiana State Board of Nursing since 2003.

Are YOU Reid?

Our people are at Reid for a reason. It's a special place where we are honored to serve patients and families daily. Reid will soon be pursuing our mission in a new replacement hospital. We have career opportunities in hospice care, surgery, critical care and as a critical care educator/CNS. Reid offers opportunity and bright futures to nurses who are devoted to patients and families. Reid is also in a great location convenient to Indianapolis, Dayton and Cincinnati.

Contact: Lisa Nantz, Recruiter
nantzl@reidhosp.com (765) 983-3162



1401 Chester Blvd. | Richmond, IN | 47374

Check out our openings on the web: www.reidhosp.com

It's our goal to be your employer of choice

Whether you are interested in working on a per diem basis or need the security of a contracted position, Interim can assist you in achieving your career goals.

- BOTH CONTRACT AND PER DIEM OPPORTUNITIES
- CONTRACTS GUARANTEE HOURS – NO CANCELLATIONS
- OPPORTUNITIES FOR RNS, LPNS, AND RESPIRATORY THERAPISTS
- OPENINGS IN INDIANAPOLIS, LAFAYETTE AND ANDERSON

Interim Offers: Very competitive rates, Weekly Direct Deposit, Guaranteed hours for contract positions, Flexible scheduling for Per Diem positions, Completion Bonuses, Referral Bonuses

Interim
HEALTHCARE® STAFFING

Contact us at 866-635-5397 or 317-956-4024; 317-872-0518 (fax)

E-mail careers@interimhealthcare.org • <http://www.interimhealthcare.com/indianapolis/>

What to expect at an Indiana Nursing Board meeting:

The Indiana State Board of nursing meets the third Thursday of each month in the Indiana Government Center South Building, Auditorium of the Conference Center, 302 West Washington Street, Indianapolis, Indiana. Most of the Board's time is spent in disciplinary hearings brought by the Attorney General's Office arising from complaints from institutions or from consumers. Many cases deal with nurses that are diverting or abusing drugs. The Board's main focus is to advance and safeguard the nursing profession as a whole.

Where does the money from the fines go?

The money from the fines that we impose goes to the Indiana Professional Licensing Agency to help support the cost of impaired nurses program. A percentage of nursing renewal fees also goes to support the program.

Can the Board hold a disciplinary hearing if the accused nurse does not appear?

Even if the nurse chooses not to appear, the Board can proceed with discipline after a Notice of Proposed Default is issued. This gives the nurse one last opportunity to appear or explain why he/she hasn't appeared. So, even if the nurse didn't get the notice and the evidence presented indicates the nurse is a danger to the public, the Board can and will act on the nurse's license. Remember that, it is the responsibility of the nurse to keep the Board informed of his/her current address.

What is a Summary Suspension?

If the Office of the Attorney General receives information that a nurse is a clear and immediate danger to the public if he/she has continued to practice or could continue to practice, the statute

provides that the Board can suspend a nurse's license on an emergency basis for a period not to exceed 90 days. The law doesn't require that a nurse get notice of this hearing but notice is usually provided. During the following 90 days, an investigation is executed by the Office of the Attorney General, and, if appropriate, formal charges are brought against the defendant.

What is the difference between suspending and revoking a nurse's license?

The Board can suspend a license from a few days to many years. If the Board revokes a license the nurse may apply for a new license after seven years. For this reason the Board tends to suspend a license rather than revoke one. Suspension gives the Board more discretion on the length of time the license will be suspended.

What is a settlement agreement?

This is a contract between the Office of the Attorney General and a nurse that has been charged with a violation of the Nurse Practice Act. It is similar to a plea bargain in the court system. This document will set forth a number of conditions the nurse must agree to, depending on the nature of the Complaint. Rather than a hearing being held, this agreement is presented to the Board for its consideration. The Board can except or reject the agreement. The Board can't change the agreement without the nurse's written or verbal agreement.

What does being on probation mean?

It is one of the sanctions the Board may use to discipline a nurse. The exact conditions of the probation will vary depending on the nature of the Complaint. There will be a stipulated time period before a person can ask to have the probation modified or removed. Other aspects that may be included in the probationary stipulations are; fines, staying in compliance with the

At **Beverly Living**, we emphasize teamwork and personal involvement to create a supportive, compassionate, caring environment for our residents. Our team of talented caregivers strives to make a difference.

We have great opportunities available in our skilled nursing facilities throughout the state of Indiana for:

- **Directors of Clinical Education**
- **Assistant Directors of Nursing**
- **Directors of Nursing**
- **Nurse Supervisors**
- **Staff RN's**

All applicants must have RN license. Experience in LTC/SNF is preferred.

Contact Shawn Lyles at:

Beverly Living
1001 W. Hively Ave.
Elkhart, IN. 46517
574-294-7641

Or, visit our Web site at:
www.goldenliving.com

EOE Drug-free workplace



www.goldenliving.com

continued on Page 22

GOOD THINGS are
happening here...
for our patients and for



→ your **career.**

More areas of specialization for fulfilling your ambitions, more shifts to choose from to balance work and your life, more opportunity to work in a community where you live, and more benefits to make your dedication worthwhile – these are some ways Saint Margaret Mercy puts more into your future. Serving both Northwest Indiana and Southeast Chicago, Saint Margaret Mercy is a leader in the healthcare industry and is the place for rewarding careers!

Come find out for yourself!

**\$5,000 SIGN-ON BONUS
AVAILABLE FOR EXPERIENCED
CATH LAB & OPERATING RNs!**

**REGISTERED NURSES, GRADUATE
NURSES & NURSING STUDENTS**

Full, part-time, PRN and registry positions at our Hammond & Dyer campuses in

**Critical Care, Med/Surg/Telemetry,
Behavioral Health & Surgical Services.**

Nursing students must be actively enrolled in an accredited RN nursing program.

CARDIAC CATH LAB NURSES

Full and part-time day shift positions with call at our Dyer Campus. Current IN RN license required.

EXPERIENCED SURGICAL NURSES

Positions available at both our Hammond & Dyer campuses. Current IN licensure required.

For more specific information about the above positions, candidates may contact

Mary Jo Erickson, Nurse Recruiter.

For more information about our nursing opportunities, about the hospital and to apply directly online, please visit:
www.smmhc.com.

Candidates may also contact our HR Dept. at 219-932-2300.

www.smmhc.com



Sisters of St. Francis Health Services
SAINT MARGARET MERCY

→ A smoke-free facility.
EOE M/F/D/V

**Beautiful
Phoenix, AZ
Up To \$8,000
Relo Bonus
All RNS &
New Grads
Welcome**

- Join Medical Center rated "Best in the Nation"- Magnet Recognized
- \$3,000 additional Relo Bonus
- Comprehensive Benefits w/401k
- Ask about Free Medical Plan!
- Base up to \$38.90 per hour Plus 15% Shift Diffs!, Double time!!
- Full-Time RN Positions-not travel • Day Shifts available... Call now!
- Phoenix, Glendale, Mesa, more • 300 + Sunny Days per year

Jeff Martin • 800.304.3095 Ext-16
jmartin@beck-field.com

**WANTED:
DIFFERENCE MAKERS**

Every day at Riverview Hospital is a chance to make an impact on someone's life. If you're up to the challenge, we want you at Riverview.

Visit riverview.org/employment to learn about employment opportunities.

Equal Opportunity Employer

Our growth means we need more of the right employees in the right places. Clarian North is currently looking for exceptional people for the following positions:

CLARIAN NORTH MEDICAL CENTER NURSING OPPORTUNITIES:

OR Nurses
FULL-TIME, DAYS & EVENINGS

Labor and Delivery Nurses
FULL-TIME & PART-TIME, NIGHTS

Women's Med/Surgery
FULL-TIME, NIGHTS

PACU Nurses
FULL-TIME, DAYS & EVENINGS

PACU Manager
FULL-TIME, DAYS

Description: We have a new position for a great leader. With a 32-bed recovery room we need the right person to be responsible for administrative decision-making, leadership, strategic planning, and decisions regarding the efficient and productive use of personnel, materials and financial resources.

Requirements: BSN degree with current Indiana nursing license, demonstrated leadership and supervisory skills and an ability to lead quality improvement initiatives.

BENEFITS: At Clarian North, our associates not only work for an exceptional hospital, but they enjoy the rewards of exceptional benefits.

- Paid Time Off — Up to 33 days per year
- Health/Dental Insurance — Varied and flexible plans to accommodate your physician
- 401(k) Program
- Relocation Assistance
- Recognition/Rewards Program
- Education Programs

For more information, or to apply for any of these positions, visit www.clariannorth.com or call 317-688-2760. Clarian North is an Equal Opportunity Employer.

Give your career a kick in the scrub pants.

Disciplinary Actions

Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The Nurses license will not be renewed therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the Nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked

may not apply for a new license until seven (7) years after the date of revocation

CEU's—Continuing Education Credits

Fine—Disciplinary fee Imposed by the Board.

Censure—A verbal reprimand given by the Board.

October 18, 2007 Board Meeting

NAME	License Number	Board Action Taken	NAME	License Number	Board Action Taken
Administrative Hearings					
Shirl Victoria Faye Acquaye	27040819A	Indefinite Suspension & \$250 fine	Emily Lois McKnelly	27055178A	Indefinite Suspension; Petition for Reinstatement Dismissed
Lisa Marie Adams	27051208A	Summary Suspension	Jennifer Ann Moore	27049197A	Indefinite Suspension & \$250 fine
Suzane (Langston) Bailey	27039794A	Indefinite Suspension & \$250 fine	Vivian Lee Morgan	27015953A	"Indefinite Suspension, \$250 fine, & Costs"
Susan Beaton	28099484A	Summary Suspension	Lisa Jo Munsell	28137328A	Letter of Reprimand Issued & \$500 fine
Pamela Renee Becker	27039738A	Indefinite Suspension & \$250 fine	Cynthia Powell	27046085A	Indefinite Suspension & \$250 fine
Jessica Bilby	27050078A	Indefinite Suspension & \$500 fine	Kevin Michael Price	28172210A	License Reinstated on Indefinite Probation
Cheryl Lynn Blackford	28140387A	Extension of Summary Suspension	Ruby Ann Proffitt	27030720A	Probation Withdrawn
Susan Carringer	28170273A	"Indefinite Suspension, \$500 fine, & Costs"	Jennifer Lynn Reaves	28141683A	Summary Suspension
Robert Author Chezem	27031109A & 28125274A	Indefinite Suspension & \$250 fine	Linda Lou Rife	28090500A	Indefinite Suspension & \$250 fine
Annette Coleman	27035466A	Rescheduled for November	Brenda Ann Roalin	27041277A	Summary Suspension
Darleen Davoust	28108359A	Probation Withdrawn	David Elmer Rogers	28129167A	Letter of Reprimand Issued
Patricia Ann Ellis	27035499A	Indefinite Suspension & \$250 fine	Douglas Sabau	28084345A	Indefinite Suspension; Petition for Reinstatement Dismissed
Marella Sue Enyeart	27044425A	License Reinstated	Kelly D. Saucedo	27046634A	Extension of Summary Suspension
Gregory Evans	28098014A	License Reinstated on Indefinite Probation	Bret Dee Shaw	28107061A	Indefinite Suspension & \$1000 fine
Kathy Denise Glenn	27053659A	\$250 fine	Violet Lanae Thompson	27046741A	Indefinite Suspension & \$250 fine
Bridget Anne Gourley	28140916A	Indefinite Suspension & \$500 fine	Jill Rae Werlinger	28126503A	Summary Suspension
Peggy Sue Hendricks	28096235A	Summary Suspension	Elizabeth Lynn Williams	27043462A	Indefinite Suspension & \$250 fine
Robin Lynn Kermode	28124604A	Indefinite Probation & \$250 fine	Anthony Otis Winn	28148728A	Indefinite Probation
Timothy Paul Klein	27049892A	\$250 fine			
Susan Kaye Mack	28104479A	Indefinite Suspension; Petition for Reinstatement Dismissed			
Diane McKee	28098761A	License Reinstated on Indefinite Probation			

November 13, 2007 Board Meeting

NAME	License Number	Board Action Taken	NAME	License Number	Board Action Taken
Administrative Hearings					
Susan Beaton	28099484A	Indefinite Suspension for at least 3 years with 1 year compliance with ISNAP RMA & 250 fine	Kimberly Koenig	27040146A	Indefinite Suspension, 6 hours of CE, & \$1000 fine
Cheryl Blackford	28140387A	Indefinite Suspension for at least 5 years with 1 year compliance with ISNAP RMA & \$250 fine	Andrea Kay Lowden	28138021A	License Reinstated on Indefinite Probation for at least the length of ISNAP RMA
Paula Branson	27026595A	\$250 fine	Debra Ann Niespodziany	27045531A	Letter of Reprimand & \$2000 fine
Elizabeth Camacho	27058939A	Probation Withdrawn	Lisa Reagins	27040906A	\$500 fine
Anne Chandler (Frye)	28106279A	Probation Withdrawn	Jennifer Lynn Reaves	28141683A	Indefinite Suspension for at least 5 years with 1 year compliance with ISNAP RMA & \$500 fine and costs
Mark Cooper	28113166A	Anger Management Program, 6 hours of CE & \$1000 fine	Janet Schilling	28108442A	Request to Withdraw Probation Denied, 3 months compliance with ISNAP RMA
Wanda Crowell	27023521A & 28106341A	Request to Withdraw Probation Denied, Quarterly Reports	Maxine Tunstall	28086856A	ISNAP evaluation
Karen Edwards	28166489A	Probation Withdrawn	Erin Vanderkleed	28171885A	Probation Withdrawn
Rhonda Harvey	27034933A & 28141183A	Probation Withdrawn	Lisa Marie Wieghard	27036809A	Indefinite Probation for at least the length of RMA with ISNAP & \$250 fine
Tami Lynn Hopper	27048814A	Indefinite Suspension for at least 3 months and 90 days compliance with ISNAP & \$500 fine / costs			
Amy Hriso	27034323A & 28123770A	Indefinite Probation for at least the length of RMA with ISNAP			
Laura Jane Kirk	28115243A	Indefinite Probation, 6 hours of CE in nursing law and ethics & \$250 fine			

Discipline for the previous quarter will be printed in each magazine edition in the future. Changes may occur before printing so the most accurate discipline information should be obtained on the license search feature of our website at www.pla.in.gov.



There has never been a better
time to be a nurse.

There has never been a better place to be a nurse than at Howard Regional.

For Howard nurses, blending technical skills with compassion for patients is more than a job. It's what defines them as nurses.

Howard rewards this compassion, knowledge and expertise with:

- Competitive salaries
- Excellent benefits including an 8% pension plan
- Continued education opportunities
- Flexible schedules
- A solid career future

To learn more or to apply for a position with the preferred healthcare provider in north central Indiana, visit **www.howardregional.org** and click on "Careers."



Howard
Regional Health System

3500 South Lafountain Street Kokomo, IN 46902 765-453-8560



In Memoriam

Hilda Glass, LPN

June 17, 1917 – November 2, 2007



The Indiana State Board of Nursing fondly remembers former board member Hilda Glass for her dedication and contributions to the profession of nursing and her past service on the board. Ms. Glass graduated from the Grant School of Practical Nursing in 1959 and practiced as an LPN in Indiana for 40 years. She worked at Marion General Hospital for 35 years, followed by her employment at Colonial Oaks Nursing Home for five years.

Ms. Glass was appointed by Governor Evan Bayh to two consecutive four-year terms as an LPN representative on the Indiana State Board of Nursing in 1991. When Ms. Glass retired from the profession in 1999 at 82 years old, Governor Frank O'Bannon officially recognized her as the oldest practicing nurse in the United States.

Memorial contributions may be made to the Marion Community School of Practical Nursing Scholarship Fund, mail to: Tucker Career & Technology Center, Attn: Janet Andrews, 107 S. Pennsylvania, Marion, Indiana 46952.

Teaching the nurses of tomorrow is...



If you want to know more about making a difference through a career in nursing education, visit us online at:
www.nursesource.org

Nursing. It's Real. It's Life.



NURSES
for a Healthier Tomorrow

INDIANA WESLEYAN UNIVERSITY

Count the many ways you can become a nurse – or a nurse leader!

Indiana Wesleyan University offers you several options to earn your degree in nursing—online, off campus or on a picturesque campus that's in full bloom of new facilities...

Marion Campus Programs

- 1 Earn a B.S. Degree with a Major in Nursing in the traditional four-year format
CALL 866-GO-TO-IWU
- 2 Degree holders looking for a second degree can do the Transition to Nursing Program in 14 months
CALL 765-677-2431

Indiana, Ohio, Kentucky Off Campus Sites

- 3 A Bachelor's Completion Program for RNs leads to a B.S. in 18-20 months
- 4 An M.S. with a Major in Primary Care Nursing prepares you for Nurse Practitioner Certification in 30-32 months
United locations
CALL 866-IWU-4-YOU

IWU Online

- 5 A Bachelor's Completion Program for RNs leads to a B.S. in 18-20 months
- 6 M.S. Degrees with Majors in Nursing Education or Nursing Administration prepare you for leadership roles in 22 months
CALL 888-IWU-2-DAY



INDIANA WESLEYAN UNIVERSITY
www.indwes.edu/NursingPrograms

NURSING CLASSIFIEDS

For more advertising information

Contact Tom Kennedy

at 501-221-9986 or email tkennedy@pcipublishing.com

There has never been
a better time to be a
nurse.

There has never been
a better place to be a
nurse than at...

 **Howard**
Regional Health System
765-453-8560

Indiana Wesleyan University is hiring Nursing
instructors to teach classes in the rapidly growing
campuses across Indiana.

REQUIREMENTS FOR APPLICANTS:

- Masters Degree
- Nursing Experience
- A Heart for God

For consideration or more information contact IWU

at
(800) 621-8667 ext. 2271

or visit
<http://caps.indwes.edu>

Nursing Jobs Available in Tennessee.

Search jobs posted by hospitals
throughout the state.

Tennessee, a great place
to live and work.

www.TNHealthJobs.Net

 **TNHEALTHJOBS.NET**

Health Coverage Made Easy.

We offer Health
Coverage that's
ideal for...

- Individuals without
Group Coverage
- Independent
Contractors
- Dependents
and Students
- Self-Employed
- COBRA/Alternative
- Small Businesses
- Medicare Supplements



Solutions with choices
are easy, for a FREE
quote just call...

Mark Anderson

(317) 287-6598
(800) 863-0190

www.Mark-Andersoninsurance.com

Anthem 

Anthem Blue Cross and Blue Shield is the trade name of Anthem Insurance Companies, Inc. An independent licensee of the Blue Cross and Blue Shield Association. ®Registered marks Blue Cross and Blue Shield Association.

We believe great nurses
make a great hospital.

jobs.stvincent.org

EOE



St. Vincent
INDIANAPOLIS • CARMEL

THE SPIRIT OF CARING®

RNs & LPNs

Join our new
INDIANAPOLIS
office!

Call Tina or Tami:
866-241-8202



Loving Care

Indiana Homecare

Loving Care Pediatric
Homecare is already
an established and leading
provider of home healthcare
services in the East.

Play a key role in making
our new office a success!!!

- PediaPrep Training,
no exp. necessary!!
- Medical/dental
benefits
- Incentive programs
- Competitive hourly
rates
- Annual salary
increases
- Tuition
reimbursement
- 401(k)
- Hourly vacation/
sick time

2647 Waterfront Pkwy East Drive
Suite 150
Indianapolis, IN 46214

At **Golden Living**, we emphasize teamwork and personal
involvement to create a supportive, compassionate,
caring environment for our residents. Our team of talented
caregivers strives to make a difference.

We have great opportunities available in our skilled nursing
facilities **THROUGHOUT THE STATE OF INDIANA** for:

- Directors of Clinical Education
- Assistant Directors of Nursing
- Directors of Nursing
- Nurse Supervisors
- Staff RN's

All applicants must have RN license.
Experience in LTC/SNF is preferred.

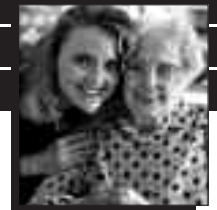
Please email, fax or call
for locations.

Rhonda Neese, Recruitment Manager
Toll free: (877) 640-5079 • **Fax:** (479) 789-2838
Email: rhonda.neese@goldenliving.com

OR, VISIT OUR WEB SITE AT:
www.goldenliving.com

Drug-Free workplace M/F/D/V

**golden
living**



LaTonia Denise Wright, R.N., J.D.

Law Practice Limited to Representing,
Counseling, & Advising Nurses in
Licensure & Professional Practice Matters
in Ohio, Kentucky, & Indiana

513-771-7266

www.nursing-jurisprudence.com



Board Meetings

The Indiana State Board of Nursing normally meets on the third Thursday of every month. The meetings begin at 8:30 a.m. and continue until business has been completed. The public is invited to attend. You do not need to notify the Board if you wish to attend.

January 17, 2008
February 21, 2008
March 20, 2008
April 17, 2008
May 15, 2008
June 19, 2008
July 17, 2008
August 21, 2008
September 18, 2008
October 16, 2008
November 20, 2008
December 11, 2008

The meetings are held in the Auditorium of the Conference Center, Indiana Government Center South Building, 302 West Washington Street, Indianapolis, Indiana. If you have any questions about attending a meeting, you may contact the Board at (317) 234-2043 or via e-mail at pla2@pla.IN.gov. Agendas will be available at www.pla.IN.gov one week prior to the meeting.

RNs - Come to Florida!



**City of Palms
Beautiful Ft Myers FL**

Up to \$18,000 Relo Bonus!

- Addn'l \$7,572 Housing Bonus!
- Perm full time - not travel!
- Solucient "Top 100 Hospitals"
- Basepay up to \$32/hr
- 6.00/hr Shift diff for nights!
- AARP rank #2 Best Employer in US
- On site Child Daycare Centers
- Full benefits - Health, Dental/Vision & 401k matches 5% of gross base
- Miles of White, Sandy Beaches
- Orlando available also
- More affordable than you may think
- Not Travel or Agency

Enjoy *Sunshine & Tropical breezes*

Contact Jeff Martin
1-800-304-3095, x16
jmartin@beck-field.com

CONTINUING EDUCATION COURSES @ LEARNINGEXT.COM

Acclimation of International Nurses into US Nursing Practice
6.6 Contact Hours | \$40

Confronting Colleagues
Chemical Dependency
3.3 Contact Hours | \$20

Delegating Effectively
4.2 Contact Hours | \$26

Disciplinary Actions: What Every Nurse Should Know
4.8 Contact Hours | \$29

Diversity: Building Cultural Competence
6.0 Contact Hours | \$36

Documentation: A Critical Aspect of Client Care
6.4 Contact Hours | \$32

End-of-Life Care and Pain Management
3.0 Contact Hours | \$18

Ethics of Nursing Practice
4.8 Contact Hours | \$29

Medication Errors: Detection & Prevention
6.9 Contact Hours | \$41

Nurse Practice Acts CE Courses
Participants: AR, IA, ID, KY, MA, MI, MN, MO, NC, ND, NM, NV, OH, VA, WV/PA/RN
2.0 Contact Hours | \$12

Patient Privacy
6.4 Contact Hours | \$32

Professional Accountability
& Legal Liability for Nurses
6.4 Contact Hours | \$32

Respecting Professional Boundaries
3.9 Contact Hours | \$28

Sharpening Critical Thinking Skills
for Competent Nursing Practice
3.6 Contact Hours | \$22

UNLIMITED, 24-HOUR ACCESS
TO ENGAGING NURSING CE CONTENT
@ LEARNINGEXT.COM



E-LEARNING FOR THE NURSING COMMUNITY

impaired nurses program, continuing education, practice limitations, drug screens and others. The nurse may continue to practice while on probation but the license will clearly indicate that the licensee is on probation.

What else does the Board do besides discipline?

The Board promulgates administrative rules involving the practice of nursing. The Board licenses all nurses in the state by renewal, examination, or endorsement. It issues certificates of prescriptive authority to qualified advance practice nurses. It approves all new nursing programs in the state and does periodic surveys of all existing programs. It monitors and/or approves all major changes for all nursing programs in the state. The Board, of course, could not accomplish most of this without its staff at the Indiana Professional Licensing Agency. If you have any questions for the Board, you may e-mail them at pla2@pla.in.gov or call (317) 234-2043.

Thanks to Mervin R. Helmuth, R.N., M.N., Former Board President

Dedicated.

We know you are, and so are we.

That's why we've both shared our knowledge and compassion with those who have needed it most.

Staff Development Coordinator
Assistant Director of Nursing
 Leadership positions for seasoned RNs.
 Sign-on bonuses available!

Floor Nurse
 Full-time, part-time and PRN
 positions available.

Westside Village Health Care
LaChele Henkle Weaver, Exec. Dir.
317.273.6993 Fax
Lachele_HenkleWeaver@LCCA.com



www.LCCA.com
 EOE/M/F/V/D

1996

3rd Annual

Caribbean

Nursing Continuing Education Cruise

WWW.THINKABOUTNURSING.COM
 IN COOPERATION WITH THE ARKANSAS STATE BOARD OF NURSING

Cruise Your Way to Nursing CE Credits

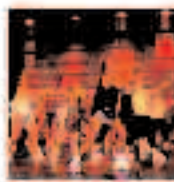


7 Day Cruise from Fort Lauderdale, FL to Mexico

MY PRICE	2008 PRICE
Sea: 1st Cabin	\$499.00
Food: 7 Days	\$149.00
Taxes: 7 Days	\$149.00
Gratuities: 7 Days	\$149.00
Alcohol: 7 Days	\$149.00
Portals: 7 Days	\$149.00
Sea: 1st Cabin	\$499.00

Who said Continuing Education isn't be fun? We are changing that forever. Join ThinkAboutNursing and Poe Travel for a CE Cruise that will cure your overworked blues with some seas and sun on board Carnival's "Valor". While you're soaking up the Caribbean culture, you can earn your annual CE credits AND write the trip off on your taxes. How is that for paradise?

Prices for this cruise and conference are based on double occupancy (bring your friend, spouse or significant other please!) and start as low as \$898 per person (not including airfare). If you won't be attending the conference, you can deduct \$75. A \$250 non-refundable per-person deposit is required to secure your reservation for the cruise, BUT please ask us about our Cruise Layaway Plan.



THE 2008 NURSING CARIBBEAN EDUCATION CRUISE
 SUNDAY, APRIL 06, 2008

Carnival
 The Fun Ships.

Travel Group at Poe Travel • toll-free at 800.727.1960 • tg@poe-travel.com

I believe...

"in a health care organization that offers a Refresher Course and allowed me to enter back into nursing after 18 years."

Jan, RN, Community Hospital North



RN Refresher Courses

Jan had investigated several different refresher courses and liked Community Health Network's program the best, because we offer a classroom setting with personal instruction. Offered in Indianapolis, the seven-week program is a great way for RNs to review, practice, and upgrade their knowledge and skills to return to a career in nursing. You'll refresh your skills while learning new technologies through classroom instruction and clinical experiences along with an expanded orientation at the unit.

These classes include:

- clinical days
- a speaker series of Clinical Educators, Clinical Nurse Specialists, staff nurses, and additional health care expert professionals

**Class will be offered
February 5 - March 21, 2008.**

To qualify, you must have been out of hospital bedside nursing for at least five years and possess current Indiana RN licensure.

Sign up to update your nursing skills. Visit **eCommunity.com** to register or call **317.621.7918** for more information. It's your life. It's your career. It's your community. EOE.



Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

PRESORTED
STANDARD
U.S. POSTAGE
PAID
LITTLE ROCK, AR
PERMIT NO. 1884



We believe great nurses make a great hospital.

Nurses are special people. And St.Vincent nurses? Well, they're extra special. They average more years of experience on the job than nurses at any other hospital in central Indiana, and they truly care about their patients. If you're a nurse who's ready to share our commitment to spiritually centered, holistic care, please visit: **jobs.stvincent.org**.

EOE



St.Vincent
INDIANAPOLIS • CARMEL

